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December 23, 2025

COMPTROLLER'S MEMORANDUM NO. 2025-31

TO: Heads of Departments and Agencies

ATTN: Payroll Offices

FROM: Keith A. Regan, Comptroller 

SUBJECT: Statutory Dues Changes for UPW

This memorandum is to notify all departments and agencies of the statutory dues changes for all employees in UPW-represented bargaining units (BUs) 01 and 10, effective January 1, 2026 (January 20, 2026 pay date). These changes have been specified by UPW under the provisions of Section 89-4, Hawaii Revised Statutes.

Effective January 1, 2026, the statutory dues for these employees will be as follows:

- (1) The monthly dues rate of each regular full-time employee shall be determined by computing 1.5% of the monthly salary in effect on January 1, 2026, plus \$16.50. Employees with work schedules of more than twenty (20) hours per week shall be assessed no less than the minimum monthly dues rate of \$64.79 (\$48.29 plus \$16.50).

The monthly salary is defined as the employee's monthly basic rate of pay including shortage differential, compression differential, related differential, temporary differential, salary adjustment differential, retention differential, and permanent differential pay.

- (2) Part-time employees with work schedules of twenty (20) or fewer hours per week shall be assessed monthly statutory dues of \$49.00 (\$36.65 plus \$12.35).
- (3) The monthly statutory dues for associate members shall be \$36.65.

The monthly dues rate of an employee shall be changed when the employee's monthly basic rate of pay is changed due to permanent upward or downward movement between January 1, 2026 and December 31, 2026. The monthly dues rate of an employee shall not be changed as a result of a negotiated pay increase that occurs between January 1, 2026 and December 31, 2026.

The new statutory dues will be deducted on the January 20, 2026 pay date for LAG and After-the-Fact employees.

Your cooperation in transmitting this information to your employees will be appreciated.